

## CORNISH METALS INC.

**For the avoidance of doubt  
this Policy applies to South Crofty Ltd., an indirect subsidiary of Cornish Metals Inc.**

### DIVERSITY, EQUALITY AND INCLUSION POLICY

#### 1. Purpose of this Policy

Cornish Metals Inc. and its subsidiaries (the “**Group**”) promote a culture that values difference and eliminates discrimination in the workplace. The purpose of this Diversity, Equality and Inclusion Policy (the “**Policy**”) is to convey the principles underlying our commitment to conducting business in a responsible manner that is respectful to all.

#### 2. Who does this Policy apply to?

This Policy applies to all directors, officers and employees of the Group (“**Personnel**”). Policy awareness training forms part of the induction process for new Personnel and all existing Personnel receive training on how to comply with this Policy. We require our Personnel at all levels to comply with this Policy.

This Policy is available to all interested parties through the Company’s website. We will inform consultants, contractors and other business partners about this Policy and share our expectations that they will observe and uphold our position on diversity, equality and inclusion whilst on our premises and exploration drilling sites and when performing work on our behalf.

#### 3. Responsibility for this Policy

While the Board of directors has overall responsibility for this Policy, the Chairman is responsible for the implementation and monitoring of the policy in relation to directors and executive management, and the Chief Financial Officer (CFO) is responsible for implementation and monitoring in relation to other employees. Furthermore, all Personnel are responsible and accountable in their role to ensure that the aims of this Policy are met and have an obligation to bring any identified issues forward to management for resolution.

#### 4. Policy commitment

We are committed to fostering a workplace culture in which difference is valued and everyone is treated with dignity and respect. We maintain a zero-tolerance approach to discrimination in any form and aim for equal treatment of all management and employees, regardless of age, ethnicity, race, religion and belief, gender and gender identity, sexual orientation, physical ability, neurodiversity, and other personal characteristics protected under law. The Group recognises that diversity provides a wider range of perspectives and can thus enhance the decision making of the Board and management team. Recognising difference and valuing everyone’s contribution can have the added benefit of enhancing employee satisfaction and retention.

Board diversity is addressed in the Group’s [Guidelines for the Composition of the Board of Directors](#).

#### 5. Guiding principles

We have defined the following guiding principles as we embed our commitments to workplace diversity, equality and inclusion into our business:

- (a) Comply with applicable laws and regulations in all jurisdictions where the Group operates.
- (b) Ensure that our workplace is free from all forms of discrimination, harassment, intimidation or bullying.
- (c) Recruit and promote Personnel when required based upon merit, ability and contribution to the role, using processes that are free from all forms of discrimination, while continuing to align with a commitment to local hiring.
- (d) Apply the principles of equality to all Personnel, consultants, contractors, other business partners and visitors.
- (e) Maintain a welcoming and inclusive workplace environment that is sensitive to individual differences and needs.
- (f) Make reasonable adjustments to enable employees with disabilities and/or health issues to work effectively and to their full potential.
- (g) Promote awareness of the Group's workplace equality and diversity commitments and expectations to Personnel, consultants, contractors and other business partners.
- (h) Provide an accessible grievance mechanism for employees to raise concerns or complaints in relation to aspects covered by this policy.

## **6. Review**

This Policy will be updated over time to maintain alignment with the Group's evolving sustainability programme. The Board shall review this Policy annually and make changes as required.

**First approved by the Board of Directors of Cornish Metals Inc. on 13 December 2023.**

**Reviewed and approved by the Board of Directors of Cornish Metals Inc. on 12 March 2025.**